



**BERKELEY LAB**  
LAWRENCE BERKELEY NATIONAL LABORATORY



It's All About You . . .

**TOTAL  
REWARDS**





# Welcome to the **TOTAL REWARDS** Program

## Berkeley Lab— A Culture of Excellence

Located on a 200-acre site in the hills above the UC Berkeley campus, Berkeley Lab is a world-renowned center for science and innovation managed and operated by the University of California for the Department of Energy.

From energy efficiency and artificial photosynthesis to carbon capture and the physics of cancer, Berkeley Lab research is squarely aimed at some of the world's most pressing problems. And from the discovery of dark energy to advancing green computing, Berkeley Lab research has both sparked the imagination and fueled practical invention.

The secret behind the success is the Lab's "team science" approach. Pioneered in the 1930s by the Lab's namesake, Ernest Orlando Lawrence, team science operates on the principle that a problem shared is a problem solved. Teams of scientists from different disciplines routinely pool their intellectual and material resources to find answers—and pose ever-more intriguing questions—creating a vibrant and congenial atmosphere of inquiry that carries over from the lab bench to the cafeteria table.

Since Berkeley Lab's founding in 1931, 11 scientists associated with the Lab have won the Nobel Prize, 60 of our scientists are members of the National Academy of Sciences and 13 have won the National Medal of Science. That mark of distinction continues today. Most of the Lab's \$650-million budget comes from the Department of Energy. Approximately 250 Lab scientists hold joint appointments with the University of California campuses. Moreover, employees at Berkeley Lab enjoy many of the advantages and privileges of the UC affiliation—as well as the satisfaction that comes with being part of a diverse organization that **pioneers new directions in science, never compromises safety, demands impeccable ethics, and imparts a sense of urgency.**

The Total Rewards Program at Berkeley Lab recognizes and reflects this culture of excellence. Its features include:

- competitive compensation packages
- performance rewards that go beyond base pay increases
- health and welfare benefits, including UC-sponsored wellness programs
- retirement plans that include exceptional pension and post-retirement survivor benefits
- employee development options through on-site training, as well as through tuition reimbursement programs for degrees and specialized certificates

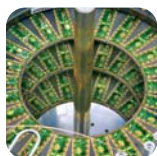
Read on for more information about these and other benefits available to you as a Berkeley Lab employee.



# Total Rewards

## of Being a Berkeley Lab Employee

Working at Berkeley Lab has many rewards, including a competitive compensation program, excellent health and welfare programs, a retirement program that is second to none, and outstanding development opportunities. On average, and depending upon appointment type, the value of these rewards is 40 percent over and above your base salary.



### A Competitive Compensation Program

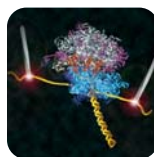
Berkeley Lab has a compensation program aimed at recruiting, retaining, and motivating scientists, engineers, and professional support staff. Many other companies and organizations out there are also vying for “top talent”; the Lab aims to stay competitive in the Bay Area and national marketplace.

To that end, all salaries are reviewed annually to ensure they are competitive as well as fair and equitable within Berkeley Lab and in keeping with policies of the University of California and the Department of Energy. To reward high-performing employees, Berkeley Lab subscribes to a pay-for-performance program. Managers and employees set goals for performance and development, discuss these goals on a regular basis, and participate in annual performance reviews. Merit increases reward high-performing employees, taking into account an employee’s position in the salary range, job equity, and external market factors.

Salary increases are just one way the Berkeley Lab monetarily rewards its employees. There are also cash awards for exceptional one-time individual or team achievements, for everything from scientific and technological innovations to improving safety conditions. Plus, there are non-tangible rewards:

- collaboration with world-class scientists and the excitement of being involved with new scientific initiatives
- advantages of being connected to the University of California
- on-site scientific symposia and conferences and affiliation with prestigious scientific organizations
- a convenient and beautiful location in the Bay Area

These monetary and non-monetary rewards attract the best and the brightest to work here.



### Excellent Health and Welfare Benefits

Staying healthy is important in leading a productive life. Berkeley Lab offers health and welfare benefits in conjunction with the University of California. You can choose from numerous medical plans including fee-for-service, PPO (Preferred Provider Organization), POS (Point of Service), and HMOs (Health Maintenance Organization). On average, the Lab pays for 87 percent of the premiums.

You can also enroll in the Lab’s dental, vision, and legal plans, and sign up for disability insurance as well as life and accident insurance. As an employee, you can take advantage of two optional tax savings programs: a Health Flexible Spending Account and a Dependent Care Flexible Spending Account.

The Health Care Facilitator Program is available to help you understand your health plan benefits and services or resolve any health plan issues.

For detailed information on health and insurance benefits see:  
[www.lbl.gov/totalrewards](http://www.lbl.gov/totalrewards)

Postdoctoral Fellows at the Lab choose from the same UC sponsored medical plans offered to all eligible employees, but enroll in supplemental benefits (i.e., dental, vision, life and short-term disability insurance) through a third-party administrator. For more details, see [www.garnett-powers.com/postdoc/lbl/](http://www.garnett-powers.com/postdoc/lbl/).

Berkeley Lab realizes that staying healthy involves more than doctor visits. The Lab sponsors numerous wellness events on topics such as smoking cessation, maintaining a healthy weight, and staying safe in the workplace. Our on-site Health Services provides health screenings and information, and the Employee Assistance Program (CARE Services) provides free and confidential assistance for personal and work-related challenges.

Paid leave programs also help you maintain your physical and emotional health. In addition to sick leave days (full-time employees earn eight hours per month) and 12 paid holidays per year, employees accrue generous vacation leave based upon their job classification and length of service.



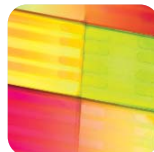
## An Exceptional Retirement Plan

To help ensure that you are financially secure when you retire, the Lab participates in the University of California Retirement Plan (UCRP). UCRP provides exceptional pension and post-retirement survivor benefits, as well as personal and family income protection if you should become disabled or die before you retire.

With UCRP's "defined benefit" (pension) plan, you can choose whether to receive a lifetime monthly retirement income or a lump-sum cashout when you retire. Benefits are payable as early as age 50, with five years of service. Those who opt for a monthly retirement income and who meet certain qualifications may also continue their UC-sponsored medical, dental, vision, and legal coverage.

As an employee, you can augment this basic program by putting your own pre-tax contributions into a variety of plans, including the tax-deferred 403(b) and the 457(b) deferred compensation plans. Thus, you have the option of adding to your retirement security while enjoying the financial advantage of deferred taxes.

For details on the UC Retirement Program and to estimate the future value of your retirement benefit see: [www.lbl.gov/totalrewards](http://www.lbl.gov/totalrewards)



## Your Work Life at LBNL

Many on-site services and activities enhance the quality of your work life here at the Lab, including transportation assistance, full-service cafeteria dining, and employee activity groups.

A Lab shuttle bus circles through the Lab site and around the perimeter of the UC Berkeley campus, stopping at the Berkeley BART station downtown. Berkeley Lab also offers free parking on-site. To encourage environmentally friendly commuting options, our RIDESHARE program offers vanpools, and WAGeworks offers automated pre-tax payroll deductions for transit passes.

The Lab Café, a full-service dining hall, offers a wide variety of dining choices, including vegan, ethnic, organic, and vegetarian, as well as basic "meat-and-potatoes" fare. An espresso bar serves coffee drinks and snacks.

We recognize that employees are well-rounded individuals with interests that go beyond the workday. The Employee Activities Association supports many recreational, cultural, and social activities at the Lab—from yoga to softball to theater. Beyond this, the UC "connection" allows you to take advantage of many university facilities including the UC Berkeley art museum and libraries, the Berkeley Botanical Garden, and UC Berkeley sports facilities.





## Outstanding Training and Development Opportunities

Berkeley Lab hires the best talent and is committed to ensuring equal employment opportunity to all employees and job applicants. We strive to create a workplace where all employees—whether new to the workplace or long-term—can thrive and learn. Employees are encouraged to gain skills, knowledge, and abilities that will help them grow in their present positions and improve their career opportunities within the Lab.

All new employees receive an orientation that includes an introduction to the Berkeley Lab and a mandatory safety course. Because safety is critical each employee must complete safety training. Berkeley Lab Learning Institute offers a wide variety of on-site and off-site training for all employees. For example, some Institute courses help managers and supervisors learn about policies and procedures and about leading and motivating employees. Specialized courses for scientists teach ways to craft a compelling scientific presentation or to effectively display research data for publication. Computer users may learn new functions in software to increase their job efficiency. For those with other learning needs, hundreds of courses and books are offered online. Plus, the Lab's professional development library has books, articles, and audio-visual aids to encourage learning and improve work performance.

You may also be eligible to enroll in a college degree or approved certificate program relevant to your career. Under the Tuition Reimbursement Program, with the necessary approvals, the Lab will reimburse employees for some or all tuition expenses for degree and certificate programs. If you are a California resident, have completed your probationary period, and are employed at least 50 percent of the time, you may also take UC courses at a two-thirds reduced rate. Managers may take advantage of off-site executive education sponsored by major universities and associations. Additionally, scientific professionals may be granted professional research or teaching leaves.

Courses aren't the only way for you to enhance your skills. Employees learn from one another and from their managers, which is why we strongly encourage cross-functional training and mentoring, drawing on Lawrence's original idea of team science. Developing employees is a major part of every manager's job and taking advantage of training and development opportunities is a major responsibility of every employee.



## Rewards . . . With You in Mind

The Total Rewards Program offers you excellent benefits and a competitive compensation package, and supports your career growth by offering training and career growth opportunities. Plus, we do all we can to keep you healthy, safe, and engaged in the workplace.

Employees find much to value at Berkeley Lab, including:

- the connection with a prestigious organization on the cutting edge of scientific research
- the collaborative teamwork environment where scientists from various disciplines share resources and knowledge
- the opportunity for satisfying professional growth
- the benefits from the University of California affiliation
- the beautiful natural setting of the Lab

Whether you are a new employee or an employee who has worked here for many years, our Total Rewards Program is designed to help you succeed.

To see the value of Berkeley Lab's Total Rewards, visit:  
[www.lbl.gov/totalrewards](http://www.lbl.gov/totalrewards)

**For more  
information,  
visit the  
TOTAL  
REWARDS  
Web site**

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## Additional Information

Lawrence Berkeley National Laboratory Web site:

[www.lbl.gov](http://www.lbl.gov)

Lawrence Berkeley National Laboratory Employment Web site:

[jobs.lbl.gov](http://jobs.lbl.gov)

The University of California Web site:

[www.universityofcalifornia.edu](http://www.universityofcalifornia.edu)

The University of California Human Resources and Benefits Web site:

[atyourservice.ucop.edu](http://atyourservice.ucop.edu)

The Department of Energy Web site:

[www.doe.gov](http://www.doe.gov)

What is written here does not constitute a guarantee of plan coverage or benefits — particular rules and eligibility requirements must be met before benefits can be received. The University of California intends to continue the benefits described here; however, the benefits of all employees, retirees, and plan beneficiaries are subject to change or termination at the time of contract renewal or at any other time by the University or other governing authorities. The University also reserves the right to determine new premiums, employer contributions and monthly costs at any time. Health and welfare benefits are not accrued or vested benefit entitlements. UC's contribution toward the monthly cost of the coverage is determined by UC and may change or stop altogether, and may be affected by the state of California's annual budget appropriation.

Some positions are subject to union representation and collective bargaining under the Higher Education Employer-Employee Relations Act (HEERA). Certain terms and conditions of employment for those positions, which may include benefits provisions, are subject to the collective bargaining process. Your recruiter or hiring department can tell you whether your position is subject to a UC-union contract.

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